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9 Attorneys for Defendants Polo Ralph Lauren
10 Corporation; Polo Retail, LLC; Polo Ralph Lauren Corporation,
doing business in California as Polo Retail Corp.; and Fashions
11 Outlet of America, Inc.

12
13 UNITED STATES DISTRICT COURT
14 NORTHERN DISTRICT OF CALIFORNIA
15

16 ANN OTSUKA, an individual; JANIS
KEEFE, an individual; CORINNE PHIPPS,
17 an individual; and JUSTIN KISER, an
individual; and on behalf of all other similarly
18 situated,

Plaintiff(s),

19 v.
20

21 POLO RALPH LAUREN CORPORATION,
a Delaware Corporation; POLO RETAIL,
LLC, a Delaware Corporation; POLO
22 RALPH LAUREN CORPORATION, a
Delaware Corporation, doing business in
23 California as POLO RETAIL CORP;
FASHIONS OUTLET OF AMERICA, INC.,
24 a Delaware Corporation and DOES 1-500,
inclusive,

25 Defendant(s).
26
27
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Case No. C07-02780 SI

**DECLARATION OF JOANNE HURLOW IN
OPPOSITION TO PLAINTIFFS' MOTION
FOR CLASS CERTIFICATION**

Date: July 11, 2008
Time: 9:00 a.m.
Dept: Courtroom 10, 19th Fl.
Judge: Hon. Susan Illston

1 I, Joanne Hurlow, declare:

2 1. I am a paralegal employed by Greenberg Traurig, LLP, attorneys of record for
3 Defendants Polo Ralph Lauren Corporation; Polo Retail, LLC; Polo Ralph Lauren Corporation, doing
4 business in California as Polo Retail Corp.; and Fashions Outlet of America, Inc. (hereafter "Polo" or
5 "Defendants").

6 2. I have personal knowledge of the matters set forth below except as to those which are
7 stated on information and belief and, as to those, I am informed and believe that they are true. If
8 called as a witness, I could and would competently testify to the following facts in a court of law.

9 3. I was provided with copies of Polo's Commission Reports for Polo Store Full-Price
10 Stores for the pay periods March 28-April 10, 2004 through March 26-April 8, 2006 ("Arrears
11 Program Time Period"). I understood these Commission Reports were generated by Polo to calculate
12 commission earnings by pay period and included an identification of each salesperson who worked in
13 a Polo California Full-Price Store during the Arrears Program Time Period. The Commission
14 Reports also reflect whether a salesperson fell into arrears and whether there was a "deduction" from
15 commissions (as explained in the Declaration of Evan Cohen) which were applied to satisfy the
16 arrears condition. Attached hereto as Exhibit A is a true and correct copy of a chart labeled "Arrears
17 Tracking Sheet" that I compiled summarizing the data from the Commission Reports. The Arrears
18 Tracking Sheet reflects that during the Arrears Program Time Period, 55 salespeople fell into arrears
19 and of those, 49 had their commissions affected. The Arrears Tracking Sheet is also attached as
20 Exhibit 107 to the Declaration of Patrick Kitchin.

21 4. To create Exhibit A, I reviewed Polo's Commission Reports of the Polo employees
22 who were hired at Polo's California Full-Price Stores during the Arrears Program Time Period and,
23 as of May 12, 2008, no longer worked at Polo.

24 I declare under penalty of perjury under the laws of the State of California that the foregoing
25 is true and correct. Executed this 19th day of June, 2008.

26
27 /s/ Joanne Hurlow
Joanne Hurlow
28

EXHIBIT A

TO DECLARATION OF JOANNE HURLOW IN OPPOSITION TO
PLAINTIFFS' MOTION FOR CLASS CERTIFICATION

EXHIBIT 107.

Arrears Tracking Sheet														
April 2004 - December 2004														
STORE	HIRE DATE	TERM DATE	EMPLOYEE NAME	Arrears?	April	May	June	July	August	September	October	November	December	Total Deducted
00802	7/26/2004	12/2/2004	Employee #1	Yes										\$0.00
00802	4/12/2004	7/26/2004	Employee #2	No										\$0.00
00802	8/30/2004	3/23/2005	Employee #3	Yes									-213.08	-\$213.08
00802	7/21/2004	4/30/2005	Employee #4	Yes							-204.02	-119.38	-\$22.61	-\$846.01
00802	5/12/2004	12/24/2004	Howay, Janis	Yes						-\$247.83			-107.53	-\$355.48
00802	20041026	20060708	Employee #5	No										\$0.00
00802	7/11/2004	8/5/2005	Kiser, Justin	Yes							-\$57.66	-\$57.68		-\$115.32
00802	6/11/2004	7/23/2004	Employee #6	No										\$0.00
00802	6/28/2004	6/28/2004	Employee #7	No										\$0.00
00802	6/23/2004	10/20/2004	Mullen, Corinne	Yes										\$0.00
00802	6/19/2004	12/30/2006	Employee #8	Yes									-2.63	-\$2.63
00802	6/22/2004	1/4/2005	Employee #9	Yes								-\$147.38	-\$339.58	-\$686.98
00802	7/19/2004	7/20/2004	Employee #10	No										\$0.00
00802	5/28/2004	7/23/2004	Employee #11	No										\$0.00
00802	10/18/2004	11/29/2004	Employee #12	No										\$0.00
00802	12/9/2004	5/21/2005	Employee #13	No										\$0.00

Arrears Tracking Sheet																	
January 2005 - December 2005																	
STORE	HIRE DATE	TERM DATE	EMPLOYEE NAME	Arrears?	January	February	March	April	May	June	July	August	September	October	November	December	Total Deducted
00802	20030106	20050405	Employee #14	Yes													\$0.00
00802	20051020	20060209	Employee #15	No													\$0.00
00802	20051117	20061231	Employee #16	No													\$0.00
00802	20040830	20050323	Employee #3	Yes													\$0.00
00802	20040721	20050430	Employee #4	Yes													\$0.00
00802	20041028	20060703	Employee #5	Yes													\$0.00
00802	20040711	20050805	Kiser, Justin	Yes													\$0.00
00802	20040611	20040723	Employee #6	No													\$0.00
00802	20050705	20060710	Employee #17	No													\$0.00
00802	20060220	20061010	Employee #18	No													\$0.00
00802	20050709	20050819	Employee #19	No													\$0.00
00802	20050321	20060730	Employee #20	No													\$0.00
00802	20040819	20061230	Employee #8	Yes													\$0.00
00802	20040622	20050104	Employee #9	No													\$0.00
00802	20050526	20051014	Employee #21	Yes													\$0.00
00802	20041209	20050521	Employee #13	Yes													\$0.00
00802	20060802	20070317	Employee #22	No													\$0.00
00802	20050313	20050316	Employee #23	No													\$0.00
00802	20050109	20050301	Employee #24	Yes													\$0.00
00802	20051009	20060128	Employee #25	No													\$0.00
00802	20050919	20051231	Employee #28	No													\$0.00
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Arrears Tracking Sheet										
January 2006 - April 2006										
STORE	HIRE DATE	TERM DATE	EMPLOYEE NAME	Arrears?	January	February	March	April	Total Deducted	
00802	20051020	20060209	Employee #15	No					\$0.00	
00802	20041026	20060708	Employee #5	Yes	-\$195.39				-\$195.39	
00802	20060220	20061010	Employee #18	No					\$0.00	
00802	20040619	20061230	Employee #8	No					\$0.00	
00802	20060802	20070317	Employee #22	No					\$0.00	
00802	20050109	20060301	Employee #24	No					\$0.00	
00802	20051009	20060128	Employee #25	No					\$0.00	

Amnara Tracking Sheet															
April 2004-December 2004															
STORE	EMPLOYEE NAME	HIRE DATE	TERM DATE	Amnara?	April	May	June	July	August	September	October	November	December	Total Deducted	
00810	Employee #1	20050908	20060318											\$0.00	
00810	Employee #2	20050821	20050721											\$0.00	
00810	Employee #3	20041018	20060430	Yes										\$0.00	
00810	Employee #4	20041116	20050204											\$0.00	
00810	Employee #5	20050414	20050414											\$0.00	
00810	Employee #6	20050623	20051209											\$0.00	
00810	Employee #7	20041126	20041223											\$0.00	
00810	Employee #8	20050802	20050909											\$0.00	
00810	Employee #9	20051017	20060409											\$0.00	
00810	Employee #10	20050912	20051117											\$0.00	
00810	Employee #11	20050812	20051224											\$0.00	
00810	Employee #12	20041202	20050822											\$0.00	
00810	Employee #13	20050314	20050616											\$0.00	
00810	Employee #14	20050304	20060304											\$0.00	
00810	Employee #15	20041122	20050111											\$0.00	
00810	Employee #16	20040711	20041224	Yes										\$0.00	
00810	Employee #17	20050301	20070210											\$0.00	
00810	Employee #18	20040701	20040828											\$0.00	
00810	Employee #19	20051028	20051229											\$0.00	
00810	Employee #20	20050125	20050603											\$0.00	
00810	Employee #21	20050608	20050815											\$0.00	
00810	Employee #22	20060112	20060426											\$0.00	
00810	Employee #23	20050103	20050304											\$0.00	
00810	Employee #24	20040428	20040624											\$0.00	
00810	Employee #25	20051020	20061215											\$0.00	
00810	Employee #26	20040621	20040820											\$0.00	
00810	Employee #27	20050425	20060303											\$0.00	
00810	Employee #28	20050104	20050528											\$0.00	
00810	Employee #29	20050804	20051231											\$0.00	
00810	Employee #30	20050828	20060609											\$0.00	
00810	Employee #31	20050627	20050801											\$0.00	
00810	Employee #32	20051202	20070129											\$0.00	
00810	Employee #33	20051221	20060916											\$0.00	
00810	Employee #34	20041129	20050510											\$0.00	
00810	Employee #35	20050812	20050815											\$0.00	
00810	Otuka, Ann	20040519	20041029	Yes										\$0.00	
00810	Employee #36	20060102	20060305											\$0.00	
00810	Employee #37	20050328	20050328											\$0.00	
00810	Employee #38	20050221	20050623											\$0.00	
00810	Employee #39	20041212	20050111											\$0.00	
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Annual Tracking Sheet January 2005-December 2005																	
STORE	EMPLOYEE NAME	HIRE DATE	TERM DATE	Amnat?	January	February	March	April	May	June	July	August	September	October	November	December	Total Deducted
00810	Employee #1	20050906	20060318	No													\$0.00
00810	Employee #3	20041018	20060430	Yes													\$0.00
00810	Employee #5	20050414	20050414	No													\$0.00
00810	Employee #6	20050423	20051209	No													\$0.00
00810	Employee #8	20050902	20050909	Yes													\$0.00
00810	Employee #9	20051017	20060409	No													\$0.00
00810	Employee #10	20051117	20051117	No													\$0.00
00810	Employee #11	20050912	20051224	No													\$0.00
00810	Employee #12	20041202	20050822	Yes													\$0.00
00810	Employee #13	20050314	20050918	No													\$0.00
00810	Employee #14	20050304	20060304	Yes													\$0.00
00810	Employee #15	20041122	20050111	No													\$0.00
00810	Employee #17	20050301	20070210	Yes													\$0.00
00810	Employee #18	20051028	20051229	No													\$0.00
00810	Employee #20	20060125	20060503	Yes													\$0.00
00810	Employee #21	20050909	20050815	No													\$0.00
00810	Employee #22	20060112	20060426	No													\$0.00
00810	Employee #23	20050103	20050904	No													\$0.00
00810	Employee #25	20051020	20061215	No													\$0.00
00810	Employee #27	20050425	20060303	Yes													\$0.00
00810	Employee #28	20050104	20050928	Yes													\$0.00
00810	Employee #29	20050604	20051231	Yes													\$0.00
00810	Employee #30	20050928	20060609	No													\$0.00
00810	Employee #31	20050827	20050801	No													\$0.00
00810	Employee #32	20051202	20070129	No													\$0.00
00810	Employee #33	20051221	20060918	No													\$0.00
00810	Employee #34	20041129	20050510	Yes													\$0.00
00810	Employee #35	20050612	20050815	No													\$0.00
00810	Employee #36	20060102	20060305	No													\$0.00
00810	Employee #37	20060328	20050328	No													\$0.00
00810	Employee #38	20050221	20060603	Yes													\$0.00
00810	Employee #39	20041212	20050111	No													\$0.00
00810	Employee #40	20041201	20060709	No													\$0.00
00810	Employee #41	20050909	20050907	No													\$0.00
00810	Employee #42	20050104	20050331	Yes													\$0.00
00810	Employee #43	20060113	20060803	No													\$0.00
00810	Employee #45	20050714	20070210	No													\$0.00
00810	Employee #46	20060116	20070210	No													\$0.00
00810	Employee #47	20040913	20051226	Yes													\$0.00
00810	Employee #48	20051126	20070210	No													\$0.00
00810	Employee #49	20041015	20060331	Yes													\$0.00
00810	Employee #50	20050314	20050513	No													\$0.00
00810	Employee #51	20051010	20060718	No													\$0.00
00810	Employee #52	20041016	20050606	Yes													\$0.00
00810	Employee #54	20051222	20051222	No													\$0.00
00810	Employee #55	20050609	20050729	No													\$0.00

Arrears Tracking Sheet										
January 2006-April 2006										
STORE	EMPLOYEE NAME	HIRE DATE	TERM DATE	Arrears?	January	February	March	April	Total Deducted	
00810	Employee #1	20050906	20060318	No					\$0.00	
00810	Employee #3	20041018	20060430	No					\$0.00	
00810	Employee #9	20051017	20060409	No					\$0.00	
00810	Employee #14	20050304	20060304	Yes		-\$114.34			-\$114.34	
00810	Employee #17	20050301	20070210	No					\$0.00	
00810	Employee #22	20060112	20060426	No					\$0.00	
00810	Employee #25	20061020	20061215	No					\$0.00	
00810	Employee #27	20050425	20060303	Yes	-\$793.77				-\$793.77	
00810	Employee #30	20050926	20060609	No					\$0.00	
00810	Employee #32	20051202	20070129	No					\$0.00	
00810	Employee #33	20051221	20060916	No					\$0.00	
00810	Employee #36	20060102	20060305	No					\$0.00	
00810	Employee #37	20050328	20050328	No					\$0.00	
00810	Employee #40	20041201	20060709	No					\$0.00	
00810	Employee #43	20060113	20060603	No					\$0.00	
00810	Employee #45	20050714	20070210	No					\$0.00	
00810	Employee #46	20060116	20070210	No					\$0.00	
00810	Employee #48	20051126	20070210	No					\$0.00	
00810	Employee #51	20051010	20060718	No					\$0.00	

Arrears Tracking Sheet														
April 2004 - December 2004														
STORE	EMPLOYEE NAME	HIRE DATE	TERM DATE	Arrears?	April	May	June	July	August	September	October	November	December	Total Deducted
00817	Employee #1	20041103	20050423	No										\$0.00
00817	Employee #2	20040925	20050220	Yes									-\$239.55	-\$239.55
00817	Employee #3	20040717	20050710	No										\$0.00
00817	Employee #4	20041124	20050114	No										\$0.00
00817	Employee #5	20040703	20040917	Yes										\$0.00
00817	Employee #6	20040831	20050213	Yes								-\$621.82	-\$140.62	-\$762.44

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Arrests Tracking Sheet																	
January 2005-December 2005																	
STORE	EMPLOYEE NAME	HIRE DATE	TERM DATE	Arrests?	January	February	March	April	May	June	July	August	September	October	November	December	Total Deducted
00817	Employee #7	20050316	20050523	No													\$0.00
00817	Employee #8	20050816	20051116	No													\$0.00
00817	Employee #1	20041103	20050423	Yes		-\$704.66											-\$704.66
00817	Employee #2	20040925	20050220	Yes													\$0.00
00817	Employee #3	20040717	20050710	No													\$0.00
00817	Employee #4	20041124	20050114	No													\$0.00
00817	Employee #9	20050223	20051120	Yes										-\$221.88			-\$221.88
00817	Employee #10	20051204	20060508	No													\$0.00
00817	Employee #11	20051218	20060618	No													\$0.00
00817	Employee #6	20040831	20050213	Yes													\$0.00
00817	Employee #12	20050223	20050827	No													\$0.00

Arrears Tracking Sheet										
January 2006-April 2006										
STORE	EMPLOYEE NAME	HIRE DATE	TERM DATE	Arrears?	January	February	March	April	Total Deducted	
00817	Employee #10	20051204	20060506	No					\$0.00	
00817	Employee #11	20051218	20060618	No					\$0.00	

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Arrests Tracking Sheet																	
January 2005 - December 2005																	
STORE	EMPLOYEE NAME	HIRE DATE	TERM DATE	Arrest?	January	February	March	April	May	June	July	August	September	October	November	December	Total
00831	Employee #12	20050820	20051111	No													\$0.00
00831	Employee #1	20041014	20051231	No													\$0.00
00831	Employee #2	20040601	20080518	Yes	-\$32.89		-\$822.46	-\$213.00									-\$1,068.35
00831	Employee #3	20041020	20050422	Yes	-\$84.43		-\$45.85										-\$130.28
00831	Employee #13	20050227	20050723	No													\$0.00
00831	Employee #14	20050908	20080113	No													\$0.00
00831	Employee #4	20040528	20080318	Yes	-\$58.05												-\$58.05
00831	Employee #15	20050630	20050802	No													\$0.00
00831	Employee #5	20040816	20050828	Yes			-\$520.32	-\$142.35	-\$105.56								-\$768.23
00831	Employee #16	20050702	20050322	Yes													\$0.00
00831	Employee #17	20050316	20050621	No													\$0.00
00831	Employee #18	20050908	20051208	No													\$0.00
00831	Employee #19	20051019	20080701	No													\$0.00
00831	Employee #6	20040915	20050604	Yes				-\$122.18	-\$183.51								-\$433.21
00831	Employee #20	20040630	20060325	No													\$0.00
00831	Employee #21	20051202	20080114	No													\$0.00
00831	Employee #22	20050413	20050428	No													\$0.00
00831	Employee #9	20041111	20050712	No													\$0.00
00831	Employee #10	20041114	20050108	No													\$0.00
00831	Employee #11	20040922	20050507	Yes			-\$8.33	-\$69.84									-\$76.27

Arrears Tracking Sheet														
April 2004 - December 2004														
STORE	EMPLOYEE NAME	HIRE DATE	TERM DATE	Arrears?	April	May	June	July	August	September	October	November	December	Total Deducted
00831	Employee #1	20041014	20051231	No										\$0.00
00831	Employee #2	20040601	20050518	No										\$0.00
00831	Employee #3	20041020	20050422	No										\$0.00
00831	Employee #4	20040526	20050319	Yes					-\$217.20	-\$217.20				-\$434.40
00831	Employee #5	20040816	20050528	No										\$0.00
00831	Employee #6	20040915	20050604	Yes								-\$148.13		-\$148.13
00831	Employee #7	20040630	20060525	No										\$0.00
00831	Employee #8	20041120	20041130	No										\$0.00
00831	Employee #9	20041111	20050712	No										\$0.00
00831	Employee #10	20041114	20050108	No										\$0.00
00831	Employee #11	20040922	20050507	No										\$0.00

Arrears Tracking Sheet										
January 2006 - April 2006										
STORE	EMPLOYEE NAME	HIRE DATE	TERM DATE	Arrears?	January	February	March	April	Total Deducted	
00831	Employee #14	20050906	20060113	No					\$0.00	
00831	Employee #19	20051019	20060701	Yes	-\$36.93		-\$110.38		-\$147.31	
00831	Employee #20	20040630	20060525	Yes					\$0.00	
00831	Employee #21	20051202	20060114	No					\$0.00	

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Arrears Tracking Sheet														
April 2004 - December 2004														
STORE	EMPLOYEE NAME	HIRE DATE	TERM DATE	Arrears?	April	May	June	July	August	September	October	November	December	Total Deducted
00836	Employee #1	20040527	20040804	No										\$0.00
00836	Employee #2	20040723	20040830	No										\$0.00
00836	Employee #3	20041220	20050121	No										\$0.00
00836	Employee #4	20041122	20051213	No										\$0.00

Arrears Trading Sheet																	
January 2005 - December 2005																	
STORE	EMPLOYEE NAME	HIRE DATE	TERM DATE	Arrears?	January	February	March	April	May	June	July	August	September	October	November	December	Total Deducted
00836	Employee #5	20050412	20051023	No													\$0.00
00836	Employee #6	20051003	20060130	No													\$0.00
00836	Employee #7	20060203	20060512	No													\$0.00
00836	Employee #8	20051010	20051011	No													\$0.00
00836	Employee #9	20060424	20061012	No													\$0.00
00836	Employee #3	20041220	20050121	No													\$0.00
00836	Employee #4	20041122	20051213	Yes					-\$58.03	-\$991.50	-\$394.23	-\$281.83			-\$711.95		-\$2,447.54
00836	Employee #10	20051003	20060326	No													\$0.00
00836	Employee #11	20050416	20050730	No													\$0.00

Arrears Tracking Sheet										
January 2006 - April 2008										
STORE	EMPLOYEE NAME	HIRE DATE	TERM DATE	Arrears?	January	February	March	April	Total Deducted	
00836	Employee #6	20051003	20060130	No					\$0.00	
00836	Employee #7	20060203	20060512	No					\$0.00	
00836	Employee #9	20060424	20061012	No					\$0.00	
00836	Employee #10	20051003	20060326	No					\$0.00	

Arrears Tracking Sheet														
April 2004 - December 2004														
STORE	EMPLOYEE NAME	HIRE DATE	TERM DATE	Arrears?	April	May	June	July	August	September	October	November	December	Total Deducted
0084500873	Employee #1	20041027	20050402	No										\$0.00
0084500873	Employee #2	20040908	20060203	No										\$0.00
0084500873	Employee #3	20040908	20050204	No										\$0.00
0084500873	Employee #4	20040908	20050623	No										\$0.00
0084500873	Employee #5	20040422	20050110	No										\$0.00

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Arrears Tracking Sheet										
January 2006 - April 2006										
STORE	EMPLOYEE NAME	HIRE DATE	TERM DATE	Arrears?	January	February	March	April	Total Deducted	
00873	Employee #2	20040908	20060203	Yes	-\$295.82				-\$295.82	
00873	Employee #10	20051024	20060518	No					\$0.00	
00873	Employee #11	20050515	20060428	No					\$0.00	
00873	Employee #13	20051024	20060106	No					\$0.00	
00873	Employee #16	20051223	20060115	No					\$0.00	